

COLORADO STATE PERSONNEL SYSTEM COMPENSATION TIME LINE

Created February 1995, updated August 2004

FY 71-74	07/01/71 State personnel system created; PERA at 8.5% 06/30/72 End of six-month initial anniversary for positions below grade 15 07/01/73 PERA to 9.5%, (10.5% for Troopers) 12/12/73 Higher Education included in state personnel system 01/01/74 Seniority rule (P6-1-6) for temporary to permanent appointment
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FY 75-85	07/01/74 PERA to 10.5%, (11.5% for Troopers) 07/01/75 PERA to 10.64%, (11.64% for Troopers) 09/01/75 Delayed salary survey implemented 10/01/77 Multiple range classes introduced 09/01/80 PERA to 12.2%, (13.2% for Troopers) 1981 First attempt at incentive pay – not funded 12/01/83 Delayed salary survey implemented 07/01/84 Authority for job evaluation appeals transferred from State Personnel Board to State Personnel Director (HB 1084) 1984 One-year limit on reinstatement changed to 5 years
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FY 85-86	09/01/85 Delayed salary survey implemented Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA) enacted 01/01/86 Rules rewritten: R9-3-6 - no break in service with 90-day break in service 02/86 Colorado Payroll Personnel System (CPPS) implemented 04/01/86 Medicare Tax - 1.45% for new employees 04/15/86 State covered under Fair Labor Standards Act (FLSA) 05/86 "Deemed to have earned" concept introduced in the system
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FY 86-88	FREEZE YEAR (88-89) - Salary Survey 11/1/86 Immigration Reform and Control Act (IRCA) implemented 03/01/87 Delayed salary survey implemented 07/01/87 PERA to 10.2%, (11.2% for Troopers) 03/01/88 Mandatory direct deposit 07/01/88 PERA to 12.2%, (13.2% for Troopers)
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FY 89-91	07/01/89	Authority for leave, premium pay, fringe benefits transferred from State Personnel Board to State Personnel Director (SB 54)
	09/01/89	Organ donor leave created (HB 1055)
	01/01/90	Primary medical care on-call rate established
		Delayed salary survey implemented
		Repeal requirement that jury pay be turned over to agency
	05/01/90	Temps eligible for 3 days of jury leave, Minimum 3-day fine created for failure to rate an employee (HB 1352)
	03/11/91	40 hour sick leave cap for immediate family changed to 520 hours Family leave and leave sharing created Short-term disability leave limited to certified employees
	05/24/91	Leave sharing adopted in statute (HB 1141) Senior Executive Service (SES) and Medical (MED) plans created by statute (SB91-246)



FY 91-92	07/01/91	Federal law requires retirement plan for all temp and seasonal employees PERA to 11.6%
	01/01/92	The "Lid Bill" (SB 246) raises salary lid from Grade 99 to Grade 109
	04/01/92	Five-year limit on reinstatement rescinded New layoff rules including 3-year bands
		Seniority based on year continuous state service began
	05/92	PERA to 5.6%, (7.2% for Troopers) for May and June 1992 only



FY 92-93	FREEZE YEAR - Anniversaries	
	07/01/92	Freeze anniversary increases for one year (SB 92-068) Step 6 does not count New hires receive July 1, 1994 anniversary date Anniversary date not adjusted for leave-without-pay Statewide hiring freeze PERA to 10.6%, (12.2% for Troopers)
	01/01/93	Statutory lids for regular and MED plans raised, and SES implementation postponed (HB 92-1334)
	04/01/93	Exempt employees may be charged leave-without-pay for less than one day

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FY 93-94	07/01/93	Methodology for adjusting salary lids implemented (HB 92-1334) PERA to 11.6%, (13.2% for Troopers) Anniversaries begin again Authority for overtime from State Controller to State Personnel Director (HB 93-1008) Probationary employees have no right to hearings for discipline for unsatisfactory performance (HB 93-1119)
	09/01/93	Multiple ranges eliminated Personal services contracts rules readopted (HB 93-1212) Job Evaluation System Redesign - Phase I (classes) implemented and Phase II (class placement) begins: new class descriptions, introduce half steps and T-steps Class placement concept adopted (no testing or layoff) Saved pay for 3 years
	12/01/93	Teacher I movement based strictly on academic level – no exam
	01/01/94	Health benefits employer contribution increased
	05/01/94	Delayed salary survey implemented Senior Executive Service (SES) implemented (positions placed in SES) Salary lid raised
	06/30/94	T-steps eliminated



FY 94-95	07/01/94	All leave and holidays counted as work time for essential employees (SB 94-150) Redline outlier classes
	09/01/94	Survey recommendations due on December 1 of each year (SB 94-222) Benefits moved to Part 6 of 24-50 (HB 94-1113)
	01/01/95	Overtime eligibility by position not class - designation shifted to agencies Job Evaluation System Redesign Phase II study (class placement) completed



FY 95-96	08/01/95	Family and Medical Leave Act (FMLA) rules adopted
	01/01/96	Long-term disability (LTD) paid by state Diversity rules adopted
	05/15/96	Affirmative action remedies expire (SB 96-236)

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FY 96-97	07/01/96	Implementation of 2 nd and 3 rd shift differentials (2 nd - 8.8%, 3 rd -11.7%)
		On-call rate from \$2.40 to \$2.00
	09/01/96	Saved pay expires for Job Evaluation System Redesign Phase I
	01/01/97	Open-range established for management classes
		Management classes moved to PS occupational group
		Injury leave repealed – “make whole” begins
		520 hour sick leave cap for family eliminated
		“Red Cross “ volunteer leave adopted in statute (HB 1155)
		Housing premium adopted
		Suspension for failure to rate employees changed to one week increments
	05/01/97	SES "Grandfather" provision ends



FY 97-98	07/01/97	PERA to 11.5%, (13.1% for Troopers)
		PERA retirement age changed to 50 with 30 years of service
		Northeastern Community College into state system
		State Fair into state system
	09/01/97	Payroll rules transferred from fiscal rules to Director's Administrative Procedures
	01/01/98	Saved pay expires for Job Evaluation System Redesign Phase II



FY 98-99	07/01/98	2nd shift diff from 8.8% to 7.5%, 3rd shift diff from 11.7% to 10.0%
		PERA to 11.4%
	07/02/98	Separate pay plan for each occupational group
		Colorado Pay-for-Performance (CPP) implementation begins
		Open range implemented (job rate, 5-year rate, lateral and promotional awards, traditional max)
		Steps eliminated
		Anniversary increase is 5%
		Discretionary pay differentials adopted
	08/05/98	No system maintenance study appeals (HB 98-1312)
		Meet & confer adopted - no individual allocation appeals except downward
		Only paid leave is counted as work hours for essential non-exempt employees
		Director's review process for employment law adopted
	09/01/98	PS study Phase I implemented (no fiscal impact)
	12/31/98	Rewritten streamlined rules effective: no credit for temp service
		Short-term disability (STD) leave now like all unpaid leave
		Strict pro-rated leave earning
		“Deemed to have earned” eliminated
	01/01/99	Discontinue state-paid LTD

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FY 99-00	07/01/99	CPP continues Survey adjustment is percent of fixed grade (not grade change) PS study Phase II (fiscal impact), LTC study Phase I (no fiscal impact) Management occ group title changed to SES occ group Northwestern Community College into state system
	10/28/99	Injury leave reinstated by court order, retroactive to January 1, 1997
	01/01/00	PERA begins disability program for vested employees only
	04/01/00	Injury leave repealed - "make whole" resumes
	05/01/00	Payroll rules back to fiscal rules
	05/26/00	CPP repealed and redesign of performance pay system mandated



FY 00-01	07/01/00	Survey adjustments rounded to nearest .1% LTC study Phase II (fiscal impact), FS study Phase I (no fiscal impact) Separate IT survey adjustment Special 14% 3 rd shift rate for licensed health care classes PERA to 10.4% (13.1% Troopers)
	08/31/00	5 year sick leave conversion to salary for PERA implemented (HB 00-1458)
	12/01/00	New performance pay system submitted to JBC (SB 00-211)
	01/01/01	Mandated separate trooper salary survey analysis implemented (HB00-1280) Employer match (Matchmaker) up to 3% on defined contribution plans Health benefits employer contribution increased
	02/01/01	Hazardous duty pay adopted
		Overtime calculation excludes non-base awards
	05/31/01	Survey report due November 1, 2001 and August 1 every year after (SB 01-234)



FY 01-02	07/01/01	Performance pay system implemented: five-year rate extended to 6/30/02 Job rate, traditional maximum, and non-base promotional awards eliminated PERA to 9.9% (12.6% for Troopers)
		HCS study Phase I (no fiscal impact)
	08/08/01	César Chávez Day statute effective (SB 01-151)
		Trial service no longer applied to transfers (HB 01-1085)
	11/06/01	State health care contribution supplemented 12/1/01 – 11/30/02 for all employees (SB 01S2-022)
	12/11/01	Administrative leave and voluntary "make whole" leave sharing retroactive to 9/11/01 for military in Operation Enduring Freedom
	01/01/02	Personal services contracts chapter rewritten
	03/01/02	Statewide hiring freeze through June 30, 2002
	04/19/02	Victim protection leave established (HB 01-1051)
	05/01/02	Separation rules chapter rewritten
		Retention right clarified re: occupied positions & certification in class
	06/08/02	JBC authorizes increase to health care contribution amounts through the Long Bill
	06/21/02	Leave sharing for catastrophic events authorized

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FY 02-03	07/01/02	<p>First performance awards paid effective 7/1/02</p> <p>Performance pay system procedures clarified</p> <p>Anniversary increases and five-year rate abolished</p> <p>PERA to 10.04% (12.74% for Troopers)</p> <p>HCS study Phase II implemented (fiscal impact), EPS and PSE Phase I studies implemented (no fiscal impact)</p> <p>Overtime provisions on scheduling comp time and length of meal periods revised</p> <p>Temporary employees not entitled to salary survey increases</p> <p>Department directors granted discretion to designate shift, on-call and call-back for positions in non-designated classes</p> <p>Weekday 3rd shift rate (14%) extended to all eligible health care classes</p> <p>Weekend/holiday 1st (7.5%), 2nd (14%) and 3rd (20%) shift rates for eligible health care classes</p>
	08/01/02	Injury leave reinstated by court order - retroactive to April 1, 2001
	12/31/02	No insurance premiums deducted from employees' pay in December to transition from paying a month in advance to paying the same month
	01/01/03	Insurance premiums paid in the same month that coverage is effective
		Employer match (Matchmaker) reduced to 2% on voluntary defined contribution plans
	05/01/03	Senior Executive Service (SES) modified Board rules effective
	05/30/03	Senior Executive Service (SES) modified Director's procedures effective: criteria for placement in pay plan rights of SES employees
		Medical Plan contracts must be negotiated by July 1 or within 30 days of hire
		Benefits chapter revised: responsibilities of departments, employees and state benefits administrators clarified; effective dates of coverage; added procedures regarding CSEAP (HB 02-1226)
		Policy on payment for compensatory time changed
		Deductions and status clarified for FLSA exempt employees on leave of absence
		Procedure effective to implement statutory victims protection leave (HB 02-1051)
	06/30/03	June pay date shifted to first working day of July each year (SB 03-197)



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FY 03-04	FREEZE YEAR - Salary Survey and Performance Awards	
	07/01/03	<p>No implementation of salary survey (SB 03-273 and HB 03-1316) No payment of performance awards (SB 03-258 - Long Bill) Pay range maximum rates set at 2002 actual market maximum; pay range minimum rates unchanged from FY 02-03 Transportation Maintenance III pay grade change implemented; all SES positions moved to Management class (no conversion); studies with fiscal impact delayed pending funding Implement Total Compensation Reform Act (HB 03-1316): total compensation definition expanded; survey includes three elements involving cost; funding mechanisms are consolidated; ability to review direct surveys along with 3rd party; survey audit cycle changed to four years beginning 2005; TCAC changed to 10 members and employee election replaced with appointment process; two PBP reports consolidated; separation incentives under the director's authority; director makes annual recommendation based on survey report and other factors. PERA to 10.15%, (12.85% for Troopers) Established pilot program to broaden personal services waiver process creating more flexibility at the agency level. Pilot concludes October 2004 Established personal services audit process in conjunction with State Purchasing and the State Controller's office. Pilot concludes December 2004</p>
		<p>05/02/04 In-Range Salary Movement pay mechanisms effective; deleted base-building features of temporary pay differentials.</p>
		<p>Changes to performance pay Director's procedures effective: sequence of multiple actions, uniform performance awards, standard definitions for levels, uniform cycle by 3/31/06</p>
		<p>05/31/04 Employer match (Matchmaker) to voluntary DC plans ended (SB04-132)</p>
		<p>06/04/04 Civil Service Reform legislation signed for 11/04 ballot (HCR 04-1005 & HB04-1373) 06/05/04 Emergency rule on dual employment with two departments effective (HB04-1446)</p>



FY 04-05	07/01/04	<p>All eligible employees (final performance rating above level 1) received a 2% salary adjustment increase and ranges adjusted in accordance with occupational groups for an average of 3% Performance pay increases awarded</p>
		<p>Phase II of EPS occupational group, Nurse Anesthetist, Pharmacy and Pharmacy Technician, Wildlife Manager, and Police Communications studies implemented (fiscal impact)</p>
	08/02/04	<p>Time limit on reinstatement (5-year) rescinded</p>
		<p>Change in holiday pay effective – paid status the day before or after (no longer both)</p>
	08/04/04	<p>Higher education allowed to exempt positions from the state personnel system (SB04-007)</p>
		<p>Personnel director authorized to set the plan year for group benefit plans (HB04-1449) Personnel director authorized to define eligibility and state contribution to group benefit plans for part-time employees hired on or after 1/1/05 (SB04-008)</p>
	10/01/04 12/01/04 01/01/05	<p>Report to legislature due on health plan qualified for Health Savings Accounts (SB04-094)</p>
		<p>Report to legislature due on study of employee incentive program (HB04-1020) and retirement health savings trust (HB04-1171)</p>
		<p>State contribution to group health benefit plans increased</p>

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FY 05-06	01/01/06 Expanded DC plan effective to offer new employees DC retirement alternative to PERA's defined benefit plan (SB04-257)
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Ten-Year Annual Salary Survey Adjustment History										
	FY 95-96	FY 96-97	FY 97-98	FY 98-99	FY 99-00	FY 00-01	FY 01-02	FY 02-03	*FY 03-04	*FY 04-05
Administrative Support and Related	0.00%	2.50%	2.50%	2.50%	5.00%	3.90%	4.20%	5.80%	0%	2.50%
Enforcement and Protective Services	2.50%	2.50%	2.50%	7.50%	2.50%	4.50%	5.70%	4.20%	0%	3.70%
**Trooper							Next page	3.20%	0%	3.70%
Financial Services	5.00%	2.50%	2.50%	2.50%	2.50%	5.30%	3.10%	5.60%	0%	2.80%
Health Care Services	2.50%	0.00%	2.50%	2.50%	2.50%	2.30%	5.20%	6.10%	0%	5.10%
Labor, Trades and Crafts	0.00%	2.50%	2.50%	2.50%	5.00%	3.70%	4.80%	4.80%	0%	2.80%
Medical	3.90%	9.30%	5.60%	1.20%	2.50%	2.30%	5.20%	6.10%	0%	5.10%
Senior Executive Service or MGT	0.00%	5.00%	0.00%	5.00%	2.50%	3.00%	5.00%	4.10%	0%	2.00%
Physical Sciences and Engineering	2.50%	2.50%	2.50%	5.00%	2.50%	4.60%	5.70%	5.20%	0%	3.60%
Professional Services/Management	2.50%	2.50%	0.00%	5.00%	2.50%	3.00%	5.00%	4.10%	0%	2.00%
***Information Technology						5.80%				
Teacher	2.50%	2.50%	2.50%	2.50%	2.50%	3.10%	3.60%	3.50%	0%	2.00%
Average	1.81%	2.13%	1.68%	4.02%	3.39%	3.83%	5.20%	4.70%	0%	3.00%

Prior to 2000, adjustments were made by moving classes to new grades as opposed to the current practice of adjusting the minimum and maximum values of the current grade. The exception was the Medical group, which was adjusted by percents, except for 1999. When determining specific salaries prior to 2000, please consult the appropriate compensation plan. One grade is *approximately* 2.5%.

*In **FY 03-04**, salary survey was not implemented and no salary increases given. Adjustments would have averaged 3.4%: ASR 3.1%, EPS and Trooper 3.5%, FS 2.6%, HCS and MED 6.7%, LTC 3.1%, PS and SES 3.2%, PSE 1.1%, T 4.9%.

*In **FY 04-05**, ranges were adjusted by occupational group movements; however, salaries were adjusted by 2% across the board for employees performing satisfactorily.

** In 2001, initial adjustments were made to individual classes in the Trooper subgroups, to re-align the pay relationships.

*** In 2000, the IT subgroup of Professional Services received a separate adjustment of 5.80%.

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In Fiscal Year 2001-2002, initial adjustments were made to individual classes in the Trooper subgroup in order to re-align the pay relationships.

Salary Survey History	
Enforcement and Protective Services Trooper Subgroup	FY 01-02
Patrol Trooper Intern/Cadet	18.0%
Patrol Trooper	18.0%
Patrol Trooper III	12.6%
Patrol Supervisor	7.1%
Patrol Administrator I	7.1%
Patrol Administrator II	3.6%

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Lid Value History (monthly)

Year	General	Medical	SES
FY 2004-05	\$8,610	\$11,611	\$10,763
FY 2003-04	\$8,374	\$11,292	\$10,468
FY 2002-03	\$8,374	\$11,292	\$10,468
FY 2001-02	\$7,983	\$10,765	\$9,979
FY 2000-01	\$7,679	\$10,355	\$9,600
FY 1999-00	\$7,463	\$10,063	\$9,329
FY 1998-99	\$7,288	\$9,827	\$9,110
FY 1997-98	\$7,055	\$9,513	\$8,818
FY 1996-97	\$6,816	\$9,191	\$8,520
FY 1995-96	\$6,535	\$8,812	\$8,169
FY 1994-95	\$6,260	\$8,441	\$7,825
FY 1993-94	\$6,008	\$8,101	\$7,510
FY 1992-93	\$5,640	\$6,250	Not Applicable
FY 1991-92	\$4,872	Not Applicable	Not Applicable
FY 1990-91	\$4,872	Not Applicable	Not Applicable
FY 1989-90	\$4,872	Not Applicable	Not Applicable
FY 1988-89	\$4,872	Not Applicable	Not Applicable
FY 1987-88	\$4,872	Not Applicable	Not Applicable
FY 1986-87	\$4,872	Not Applicable	Not Applicable
FY 1985-86	\$4,872	Not Applicable	Not Applicable